

MISSION

To educate, equip and empower African American males to be effective servant-leaders in their chosen careers and communities, while modeling excellence in character, values and integrity.

VISION

Bay Ridge College will unlock the full potential of African American males by transforming young men into scholars. We will be a learning community of excellence where each person's talents, abilities and academic potential is valued and developed in a residential highly structured, caring and nurturing environment.

Academic Programs	Fiscal Health	Physical Facilities	Student Culture	External Communities	Organizational Culture	Operational Efficiency	Development
Provide a quality post secondary general educational experience for 500 to 700 students in a highly structured and nurturing environment, leading to an Associate of Arts and/or an Applied Science degree.	Develop a financial infrastructure that clearly defines processes for fiscal accounting and management, organizational integrity, and generating revenue.	Create a 5-year Master Plan to build a state of the art "Green" college campus for 500 to 700 students, Plan will focus on creating facilities "Smart" classrooms that effectively integrate technology with learning.	Build positive inter-relationships among students, faculty, administrators and staff that nurture "Student Scholars" who excel in learning, living, and leading.	Develop relationships with community, industry, religious and governmental agencies. Present research findings and papers at local, national and inter-national conferences.	Cultivate "Community of Scholars" culture. Maintain a student centered environment. Exemplify the highest level of professionalism and ethical code of conduct.	Develop a set of high quality operating policies and procedures to govern all aspects of college operations including monitoring and evaluation.	Secure funding to build state of the art campus facilities and establish a world-class academic program for 500 to 700 residential students.

Key Strategies

<ul style="list-style-type: none"> • Pursue SACS accreditation. • Integrate effective use of e-learning and instructional technology. • Develop and implement "Cognitive Restructuring" Program. • Implement early alert system to identify students experiencing challenges and intervene appropriately. • Implement accountability measures to assess student learning outcomes. • Utilize "Developing A Curriculum" (DACUM) process. • Teach utilizing interdisciplinary Problem-Based Learning and Universal Design instructional approaches. 	<ul style="list-style-type: none"> • Conduct annual audits. • Develop policy of cash flow management. • Create plan to reduce debt. • Develop list of potential donors and implement Major Gift campaign. • Establish and secure scholarship and teaching endowments. • Determine and secure total capital needed to implement the Master Plan. • Create a comprehensive BRC Business Plan and pro-forma. 	<ul style="list-style-type: none"> • Build or renovate existing facilities to meet or exceed National Green Building Standards. • Develop infrastructure for integrating technology with learning. • Install appropriate security and fire prevention systems. • Replace or improve sidewalks and parking lots. • Upgrade water and sewer system. • Recruit and train successor to Facilities Director. • Establish facilities maintenance policies and procedures manual . 	<ul style="list-style-type: none"> • Value and celebrate diversity in culture and learning styles. • Provide extracurricular activities on and off campus. • Provide a comprehensive athletic program. • Plan itinerary for students to travel and promote BRC vision and recruit potential students and donors. • Encourage alumni to provide mentoring to BRC students. • Provide opportunities for service to campus, community and faith-based organizations. • Allow student demonstration of passion for servanthood. 	<ul style="list-style-type: none"> • Identify agencies and leaders for establishing working relationships in the region we serve. • Develop Memorandum of Understanding with area colleges and universities. • Create Middle College in partnership with local area high schools. • Provide career pathways through industry-sponsored training programs. • Expand articulation agreements to include public colleges and universities. • Create a "Think Tank" to conduct research on best practices in educating minority males. Review and recommend educational policies. 	<ul style="list-style-type: none"> • Recruit diverse, effective and committed board of trustee members. • Strengthen board of trustees through training. • Create a learning community conducive to continuous improvement. • Demonstrate "Students First." • Establish Major Gift Committee. • Maintain values-based learning and social environment. • Provide professional development on best practices in transformational teaching and learning.. • Strengthen alumni support. 	<ul style="list-style-type: none"> • Recruit and hire adequate number of qualified support staff. • Provide ongoing professional development activities. • Secure vehicles to meet institution's transportation needs. • Hire adequate number of full and part-time faculty to provide a full continuum of academic programming. • Maintain sound accounting procedures. • TQM-Benchmark progress and strive for continuous improvement. • Use of technology to increase organization's efficiency. 	<ul style="list-style-type: none"> • Establish Major Gift and Estate Committee. Establish Development Office. • Employ Full-time Development Director and Data Management Coordinator. • Implement annual giving and capital campaigns. • Secure federal, state and local grants for specialized programs, operational support and institutional research. • Secure funding from philanthropic foundations, faith-based organizations and individuals.
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